

CITY OF NAPA CITY COUNCIL  
**AGENDA REPORT**

CONSENT CALENDAR  
AGENDA ITEM 4.F.  
Date: December 17, 2013

To: Honorable Mayor and Members of City Council

From: Mike Parness, City Manager

Prepared by: Desiree Brun, Assistant to the City Manager

Subject: Resolution Approving Revisions to Salaries and Benefits and Amending the PERS Cost Share Methodology for City Executive Staff

**ISSUE STATEMENT:**

Adopt a Resolution approving revisions to salaries and benefits, and amending the PERS cost share methodology for City Executive Staff.

**DISCUSSION:**

On December 4, 2013, City Executive Staff met and agreed to salary and benefit changes similar to those agreed to by other City bargaining groups. The attached Resolution provides for the following:

- Increases to salary of 1.25% to be effective with the pay periods beginning on 1/4/14, 7/5/14, 1/3/15, and 7/4/15. Due to prior budget constraints, Executive Staff along with all other City employees have not received adjustments to base salary for over four years.
- Effective July 1, 2014, the City will contribute on a monthly basis an amount either equal to 85% of FY14-15 Kaiser HMO premiums, or the flat dollar amounts listed in the attached Resolution, whichever is greater.
- Effective July 1, 2015, the City will contribute on a monthly basis an amount either equal to 85% of FY15-16 Kaiser HMO premiums, or the flat dollar amounts listed in the attached Resolution, whichever is greater.
- City will pay the administrative fees for the Flexible Spending Account (FSA).
- For 2014 and 2015, increase Christmas Eve Holiday to 8 hours.
- The City shall deduct the member's entire normal contribution required by PERS ("Normal Contribution") on a pre-tax basis pursuant to IRC section 414(h)(2), currently being deducted using the IRC 125 plan.

**FINANCIAL IMPACTS:**

The net cost impact to the General Fund for implementing these changes is approximately \$117,000 over a two-year period. No budget adjustment is required for FY2013-14. Budget adjustments for FY2014-15 will be made as part of the mid-cycle budget review in June 2014.

**CEQA:**

The City Manager has determined that the Recommended Action described in this Agenda Report is not subject to CEQA, pursuant to CEQA Guidelines Section 15378.

**DOCUMENTS ATTACHED:**

Attachment 1: Resolution approving revisions to salaries and benefits, and amending the PERS cost share methodology for City Executive Staff.

**NOTIFICATION:**

City Executive Staff

**RECOMMENDED ACTION:**

Staff recommends that the City Council move, second and approve each of the actions set forth below, in the form of the following motion. Move to:

Adopt a Resolution approving revisions to salaries and benefits, and amending the PERS cost share methodology for City Executive Staff.